



2022-2023 STEM Professional Development Plan (PDP)

District Name	School Name	Principal Name	Plan Begin/End Dates
Passaic County Technical Vocational Schools	Diana C. Lobosco STEM Academy	Joaquim W. Johnson	7/1/2022 - 6/30/2023

1: Professional Learning Goals

No.	Goal	Identified Group	Rationale/Sources of Evidence
1	Analyze and review existing student performance data in order to establish instructional strategy to improve student performance	All Instructors	<ul style="list-style-type: none"> Priority need, as identified by SciP End-of-year survey results
2	Provide all students and staff with a healthy and safe environment.	All Staff and Students	<ul style="list-style-type: none"> Priority need, to address on-going health and safety standards related to the continued presence of COVID-19
3	Review current communications strategies to improve their effectiveness.	All Instructors, Ed. Specialists, and Support Staff	<ul style="list-style-type: none"> Priority need, as identified by SciP Review of email communications Review of gradebook comments



2: Professional Learning Activities

PL Goal No.	Initial Activities	Follow-up Activities (as appropriate)
1	<ul style="list-style-type: none"> • Instructional supervisors will lead departments in identifying the essential standards of each course unit • Professional development on skills-based instruction will be offered • Construction of Project-based assessments designed by teams of instructors • Apply non-fiction reading protocols across disciplines to improve analysis of non-fiction text • Identify key skills that can be applied across disciplines • Offer targeted professional development to academic areas. 	<ul style="list-style-type: none"> • Application of weekly check-in reflections, designed to provide opportunities for personalized learning and non-evaluative feedback • Assessments reviewed and approved by supervisors to ensure alignment with the curriculum and priority standards • Establish accountability standards through routine gradebook reviews to ensure compliance • Continue to apply non-fiction reading protocols across disciplines to improve analysis of non-fiction text.
2	<ul style="list-style-type: none"> • Have a member of school administration trained as a School Safety Officer • Establish a Safety Committee to address on-going concerns and provide representation across the district • Establish a Threat Assessment Team 	<ul style="list-style-type: none"> • Review health & safety protocols at faculty meetings throughout the year • Review and revision of Evacuation Routes to address construction on campus • Routine de-briefings following all safety drills
3	<ul style="list-style-type: none"> • Categorize communications into needs and priorities • Provide workshops on optimal communication tools for effectively addressing the variety of needs • Address tone and audience • Establish guidelines for responding to requests and inquiries 	<ul style="list-style-type: none"> • Construction of email templates to be utilized • Sharing of model communications at Faculty and Specialty meetings



3: Essential Resources

PL Goal No.	Resources	Other Implementation Considerations
1	<ul style="list-style-type: none"> • Selection of appropriate skills-based instruction • Time within Specialty Meetings and PLCs to construct appropriate assessments • Use of PLC time to continuous analyze curriculum and identify priority standards 	<ul style="list-style-type: none"> • Teachers may feel there is insufficient time to select standards and construct assessments in advance of a unit • Make sure teachers know they do not have to assess for every standard in every unit. The focus must be on quality and scaffolding, so efficiency can be achieved
2	<ul style="list-style-type: none"> • Graphic Arts printing of evacuation maps • 	<ul style="list-style-type: none"> • Routine meeting schedules for all new committees • List of topics to be addressed at faculty meetings
3	<ul style="list-style-type: none"> • Redacted examples of past communications to be collected and utilized in workshops • Committed time during the September PD days to offer instruction to all faculty 	<ul style="list-style-type: none"> • How will email templates be accessed & edited? • How do you provide sufficient personalization to ensure sincerity? • Required use of Teacher Comments in PowerSchool to improve transparency

4: Progress Summary

PL Goal No.	Notes on Plan Implementation	Notes on Goal Attainment
1		
2		
3		

Signature: 
Principal Signature

August 25, 2022
Date